

CARLA'S COLUMN



Library's Barrier Analysis and Next Steps

As the Library takes steps to integrate diversity, equity and inclusion more deeply into our culture and practices, data-driven decision making coupled with insight from employees is helping us create a roadmap that embodies these essential values.

The [barrier analysis that we are sharing with all Library employees today](#) represents the beginning of our efforts to gather and analyze the data that help us understand where we've been and where we are today as we chart a path to where we want to go. Moving forward, we will continue to use the barrier analysis process to assess the impact of our efforts and to make adjustments as we implement new approaches to diversity, equity and inclusion.

The results of this barrier analysis tell us a lot, and it is clear that we are succeeding in many areas but have work to do in order to be sure that we have a workforce that reflects the diversity of the American people, particularly among our leadership ranks.

CARLA'S COLUMN, CONTINUED ON 8



Music Division

Justin Taylor (clockwise from top left), Imani Winds, Mitsuko Uchida and Catalyst Quartet will perform this spring.

Music Division Announces Spring Concerts

The season will feature a mix of virtual and in-person performances.

BY ANNE MCLEAN

For spring 2022, Concerts from the Library of Congress offers a vibrant 22-event lineup of classical music, jazz and dance inspired by a panoramic and diverse outlook on new American music today. From March to June, the series will introduce a number of young composers and premiere two Library commissions through a mix of in-person and virtual programs.

The season gets off the ground this evening with an impeccable virtual performance by Justin Taylor of surprisingly modern-sounding 18th-century keyboard sonatas by Scarlatti and Soler.

A quartet of thoughtful, hand-somely filmed virtual programs

follows Taylor in March. The Catalyst Quartet's concert is an encounter with significant African American composers past and present, including Catalyst violinist Jessie Montgomery.

In "Sergeant McCauley," Montgomery traces the journey of her great-grandfather, a Buffalo Soldier, weaving spirituals, work songs and improvisatory elements into what she calls a "sound map" of his travels in search of a better life.

The distinguished Netherlands Chamber Choir demonstrates its track record for projects offering provocative, trenchant social commentary, adding contemporary dance to a Renaissance masterwork, Orlando di Las-

CONCERTS, CONTINUED ON 7

NOTICES

DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Amy McAllister at amcallister@loc.gov.

Lynette Brown
Wilbur King

Avraham "Avi" Shapiro

REMINDER: REPORT COVID SYMPTOMS, EXPOSURE

All Library employees, including those working remotely, who have [experienced symptoms of COVID-19](#), received a positive COVID test result or had close contact with someone with COVID-19 are required to send a message to their supervisors and copy the Health Services Division (HSD) at HSD-COVID-check-in@loc.gov.

The email to HSD should include the employee's name in the subject line and a reachable email address and telephone number in the body of the message. HSD will follow up to ensure that affected employees remain off-site for the appropriate amount of time and confirm that contact tracing is not necessary.



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OIG WOULD LIKE TO KNOW

Report suspected illegal activities, waste, fraud, abuse and mismanagement in Library of Congress administration and operations to the Office of the Inspector General (OIG). A link to all Library regulations is available on the staff intranet at <http://staff.loc.gov/sites/rules-and-regulations/>.

To make a report, contact OIG via the online form at www.loc.gov/about/office-of-the-inspector-general/contact-us/ or report anonymously by mail to 101 Independence Ave., S.E., LM 630, Washington, D.C., 20540-1060.

GAZETTE

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MISSION OF THE LIBRARY OF CONGRESS

The Library's central mission is to engage, inspire and inform Congress and the American people with a universal and enduring source of knowledge and creativity.

ABOUT THE GAZETTE

An official publication of the Library of Congress, The Gazette encourages Library managers and staff to submit articles and photographs of general interest. Submissions will be edited to convey the most necessary information.

Back issues of The Gazette in print are available in the Communications Office, LM 143. Electronic archived issues and a color PDF file of the current issue are available online at loc.gov/staff/gazette.

GAZETTE WELCOMES LETTERS FROM STAFF

Staff members are invited to use the Gazette for lively and thoughtful debate relevant to Library issues. Letters must be signed by the author, whose place of work and telephone extension should be included so we can verify authorship. If a letter calls for management response, an explanation of a policy or actions or clarification of fact, we will ask for management response.—Ed.

Library of Congress Gazette

Washington, DC 20540-1620

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Design and production: Ashley Jones, 7-9193, gaze@loc.gov
ISSN 1049-8184

Printed by the Printing Management Section

GAZETTE DEADLINES

The deadline for editorial copy for the March 18 Gazette is Wednesday, March 9.

Email editorial copy and letters to the editor to mhartsell@loc.gov and wmal@loc.gov.

To promote events through the Library's online calendar (www.loc.gov/loc/events) and the Gazette Calendar, email event and contact information to calendar@loc.gov by 9 a.m. Monday of the week of publication.

Boxed announcements should be submitted electronically (text files) by 9 a.m. Monday the week of publication to mhartsell@loc.gov and wmal@loc.gov.

Mohindra Named to Lead Veterans History Project

Monica Mohindra has been appointed as the sixth director of the Veterans History Project (VHP), Robin Dale, deputy librarian for library collections and services, announced on Feb. 25.

Mohindra has been serving as acting director since June 2021. She has ably led the project's modernization efforts, including a website transformation to improve discoverability of digital content and curated materials that spotlight veterans' voices, Dale said. In addition, Mohindra has broadened pathways for people to participate in the project and connect to the collections.

She brings more than 23 years of experience creating cultural and historical programs in the public sector, including over 17 years with VHP.

Mohindra has played an integral role in key VHP successes, including its recent 20-year milestone celebration series. She led VHP's special efforts focusing on Vietnam, women and Native American veterans and the integration of the Gold Star Family Voices Act. She also fine-tuned the project's national workshop program and produced innovative training materials to support volunteers.

"This depth of experience propels Monica forward with a unique perspective for effectively advancing



American Folklife Center

Monica Mohindra

the Library's vision and goals," Dale said.

Citing others before her, including Library colleagues and the cumulative efforts of thousands of veterans and volunteer participants, Mohindra said, "I am grateful for the work we have together accomplished to build a widely accessible and broadly diverse collection of personal narratives that document the experiences of U.S. veterans. I am honored and delighted to be selected to lead the project forward."

Since 2010, Mohindra has served as head of VHP's Program Coordi-

nation and Communication Section and has helped shape collaborations with many other organizations, including the Department of Veterans Affairs, the U.S. Vietnam War Commemoration, the Military Women's Memorial, the U.S. House of Representatives' Wounded Warrior Fellowship Program, the Smithsonian Institution's National Museum of the American Indian, the National Endowment for the Humanities, PBS/WETA, Ken Burns/Florentine Films, Craft in America and the Oral History Association.

Mohindra is the spouse of a U.S. Navy veteran whose father, uncle and grandfathers also served in the U.S. military. Born in India and raised in both India and the United States, Mohindra said she believes in the universal power of narrative to shape and understand collective history.

Before she joined VHP, Mohindra oversaw the Library of Congress Live program, which through collaborations with national and international artists presented live events and classroom support materials to enrich the K-12 curriculum, particularly in history.

Before joining the Library, Mohindra worked in management roles with theater companies, including the Smithsonian's Discovery Theater, Arena Stage's Living Stage Theatre Company and the Washington Revels. ■

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HCD SERVICES PORTAL

During this period of remote work, the [Human Capital Directorate \(HCD\) services portal](#) is there to help.

Ask questions of HCD professionals; submit documents related to benefits, retirement and payroll matters; and track requests.

Transit Subsidy Guidance for Normal Operations

Recently approved telework agreements for staff will take effect at the end of phase three, part three, of operations restoration. At that point, the number of days some employees work on-site each pay period may differ from their prepandemic schedules. The transit subsidy agreements for such staff will therefore change, and they must update their agreements by March 8 to receive transit benefits beginning on April 1.

Here are the steps to follow:

- If you are not currently enrolled in the Transit Subsidy Program, you must submit a new enrollment in the transit subsidy request application on the [Human Capital Directorate \(HCD\) portal](#).
- If you already participate in the program, visit the [HCD portal](#) and enter a modification in the transit subsidy request application.

In addition to one or the other of these actions, if you use the commuter bus, MARC, VRE or van pool, take the following steps:

- Change the allocation in your [Washington Metro Area Transit Authority \(WMATA\) account](#).
- Reinstate your Commuter Direct account. Log in to your [WMATA account](#) to change the allotment for your SmartBenefits.

Transit subsidy users with suspended Commuter Direct SmartBenefits who are required to travel to the Library before their benefit is reinstated will be reimbursed for transit costs. To obtain a transit subsidy reimbursement, submit proof of purchase of tickets and a completed reimbursement form to your transit subsidy liaison. The liaison will forward the proof of purchase and completed form to the Transit Subsidy Program via [AskHCD](#) for processing.

Note that first-generation SmarTrip cards are being phased out and will not be accepted after March 1. If a plastic card number does not start with 0167, then it is a first-generation card and must be

replaced. You can purchase a new SmarTrip card at a Metro station kiosk at any time and register it online. If you replace your SmarTrip card, you must submit a modification in the transit subsidy request application on the [HCD portal](#).

As a reminder, do not use your transit benefit while in nonpay, leave or telework status. Employees who use their transit benefit while in one of these categories are subject to disciplinary action.

All employees participating in the Transit Subsidy Program should

obtain a separate SmarTrip card to use when they are not commuting to or from the Library. Safely store the SmarTrip card linked to your transit benefit to reduce the possibility that you might accidentally use your transit benefit when you are not commuting to or from work.

Transit subsidy request system user guides are available on the [HCD portal](#).

Questions? Submit them to [AskHCD](#) or AskHR@loc.gov. ■

BEHIND THE SCENES IN MANUSCRIPT



When researchers visit the Manuscript Reading Room to consult collections, most are served with archival containers filled with neatly organized acid-free folders, [writes Laura Kells on Unfolding History](#). Little do they suspect that collections arrive packaged in all kinds of ways – some even in liquor boxes, trash cans or, as shown here, a footlocker.



Charlie Langton

Melissa Koch

Melissa Koch writes nonfiction for children and young adults focused on STEM (science, technology, engineering and math) and social justice. She also writes books for teachers. Her picture book about Lucy Stone, the famed 19th-century suffragist and abolitionist, will be published soon, followed by a children's novel about Stone. She researched both in the Library's collections.

How did you get started writing nonfiction for young people?

Writing was always a big part of my career in educational technology and the learning sciences. I've led engineering and design teams to develop new learning technologies. As part of that development, I've written nonfiction for young learners, parents, teachers and funders. While I enjoy fiction, I like the challenge of nonfiction. There are so many amazing stories to tell. The trick is to tell them well.

About 10 years ago, I asked myself what I wanted to do for the rest of my life. I don't see myself as ever fully retiring, but I was in a position to semi-retire. Writing and publishing books was the answer: It gives

me the alone creative time I crave plus the fun of interacting with readers and traveling to promote my books. Once I saw how my toddler son interacted with books, I was hooked. Add the fabulous children's book writing community to the mix, and I feel like I've found a great home.

I published "3D Printing: The Revolution in Personalized Manufacturing" in 2017 and "Forest Talk: How Trees Communicate" in 2019.

How do you select topics?

I write because I see patterns in the world that I want to share. When I see a pattern in something that others may have overlooked, I want to spotlight it in a way that inspires people to see the world in a new way and then act in new ways. All of my nonfiction children's books focus on making STEM and social justice personal and valuable to kids. When it's personal and valuable, it becomes a part of you.

What drew you to Lucy Stone?

Lucy Stone is a big part of who I am, but for most of my life I didn't know about her.

In third grade, everyone in my class had to choose a superhero. I chose Susan B. Anthony. She was all that I wanted to be: She stood up, she spoke out, she made people listen to the importance of women's rights. She challenged societal norms and asked everyone to see how women's rights benefited all of us: women, men, children.

But throughout my feminist-infused childhood and early adult life, I was unaware of the hero who awakened Anthony's superpowers.

Anthony said it was Stone's speech in 1850 at the National Women's Rights Convention in Worcester, Massachusetts, that convinced her to become a suffragist.

Stone's words mattered. How do we not know her name? That's what I wanted to find out when I started researching Stone. When I looked, I found an amazing nonfiction story. Or two.

What resources at the Library have you used?

I started using the Library in the late '80s during college summer internships. While I don't remember all the fabulous resources I used back then, I do remember spending D.C.-hot summer days at the Library surrounded by the cool, welcoming interior of the archives. I grew up in a small town in Iowa, so spending time in such a beautiful old building with history at my fingertips inspired me.

During the pandemic, I have missed sitting in that space as I research Stone. I've spent most of my time reading letters in the Library's online archives. The letters between Anthony and Stone are of particular interest. Witnessing Anthony's deferential tone in her early letters to Stone and how the tone changed in their letters to each other over time is extremely helpful in my research.

I am also thankful for all the people transcribing the letters from cursive through the [Library's By the People project](#). I thought I would be much better at reading cursive. I deciphered the many letters my grandmother wrote to me in cursive that would not have won any penmanship awards. But it's really exhausting reading letters in cursive when you don't have a strong context or connection to the author.

Do you have any advice for other researchers trying to navigate the Library's collections?

Ask a librarian for help. They are fantastic! Thank you, Liz Novara, for all your help.

What's next for you?

Publication of my picture books! I have several on submission. Fingers crossed.

I will also continue to use the Library for my Stone novel research. Actually, I'm thinking of watching what new archives the Library has coming online to inspire some book ideas. And when I can, I'll return to the Library to sit and read. ■

Library Celebrates Women's History

March is Women's History Month, and the Library is hosting several virtual events in honor of the month. For visitors on-site, the exhibition "Rosa Parks: In Her Own Words" remains on view.

Women of the 117th Congress **March 2**

The 117th Congress set a record for women's representation in the legislature. The Library's Congressional Relations Office and the John W. Kluge Center will highlight the achievements of women in Congress through this event in which women lawmakers will share their paths to Congress and the importance of their voices in policymaking.

The event is available on the [Library's YouTube channel](#).

Women Architects and Designers **March 8, noon, and** **March 16, 3 p.m.**

This orientation session will introduce the visual collections created by and related to women architects and designers, including those of Ray Eames, Chloethiel Woodard Smith, Maya Lin and others. The session will highlight collections and research guides and suggest ways to search library catalogs and finding aids and prepare to visit the Prints and Photographs Reading Room.

The event will be livestreamed on Zoom. [Register here](#).

'I Am Not Invisible 3.0' **March 8, 6 p.m.**

Women have played a crucial role in protecting our country and democracy since America's founding. They have served in every major conflict since the Revolutionary War, there are now over 2 million women veterans in the U.S. Yet, women who serve are often overlooked, leaving many feeling unheard and unseen.

The Veterans History Project and the U.S. Department of Veterans Affairs' Center for Women Veterans will co-host this panel

on International Women's Day to explore the challenges faced by women veterans and the communities they represent.

The event will be livestreamed on [Facebook](#).

Culturally Relevant Literacy Approaches **March 10, 3 p.m.**

This session will be facilitated by Ghoddy Muhammad, a member of the Library's Literacy Awards advisory board and the author of "Cultivating Genius: An Equity Framework for Culturally and Historically Responsive Literacy."

Panelists include Chiara Collette of Friends of Tonga; Anasthasie Liberiste-Osirus of the Global Center for the Development of the Whole Child; Dorothy Dyer of FunDza Literacy Trust; and Mamadou Amadou Ly of Associates in Research and Education for Development.

The event will be streamed live on Zoom. [Register here](#).

For more Women's History Month content and events, visit the [website](#) the Library co-sponsors with other federal museums and agencies. ■

CELEBRATING WOMEN TRAILBLAZERS



Dorien Basabé/Music Division

Composer Florence B. Price made remarkable contributions to the classical music produced during the Chicago Black Renaissance, [writes Mónica Hurd on In the Muse](#). The holograph manuscript score for her "Fantasie Nègre" No. 1 in E minor for piano solo stands out among Price's works in the Library's holdings. This 1936 performance of the piece by Katherine Dunham and her company brought together three powerhouse Black women creators: Price, Dunham and pianist Margaret Bonds.

CONCERTS, CONTINUED FROM 1

so's "Lagrima di San Pietro."

A focus on the music of Franz Schubert marks the 225th anniversary of his birth in noteworthy performances of works written in the final two years of the composer's life. Dutch fortepianist Ronald Brautigam plays the Sonata in B-flat major, D. 960, and tenor Mark Padmore and pianist Mitsuko Uchida give a magisterial reading of Schubert's great "Winterreise" cycle.

A major spring project spotlights Latin jazz in concerts by two dazzling pianist-composers. Pablo Ziegler, architect of the "nuevo tango" style, will appear with his Jazz Tango Trio in April. If plans proceed as anticipated, the trio's performance will be the Library's first in-person concert since spring 2020 – in-person events at the Library are expected to resume in April.

"We are looking forward with enthusiasm to a return to live concerts," Music Division Chief Susan Vita said. "We have missed seeing our live audiences. But we're also committed to continue building a worldwide audience for our programs in the digital domain."

April is Jazz Month, and events include lectures by noted jazz scholars. Ricky Riccardi, director of research collections at the Louis Armstrong House and Museum, will talk about the world of New Orleans music that shaped Armstrong's artistry. Gayle Murchison of William and Mary will discuss her discoveries about the career of legendary pianist and composer Mary Lou Williams based on research in Music Division collections.

Also in April, NPR's Felix Contreras will moderate a panel on Cuban and Puerto Rican jazz history preceding a concert by the Roberto Fonseca Trio. Pianist, composer and artistic director for Cuba's Jazz Plaza Santiago Festival, Fonseca is a formidable player whose incandescent concerts mix a heady concoction of musical

influences – from jazz and classical to funk, bossa nova, Afrobeat, reggaeton and electronica.

Concerts in May and June explore a wonderfully rich mix of new American music. Johnny Gandelsman's "This is America" project launches brand-new works for solo violin by Olivia Davis, Clarice Assad, Anja Swaminathan, Rhianon Giddens and Marika Hughes, presented in collaboration with Washington Performing Arts.

Flutronic also comes to the Library this spring: Nathalie Joachim and Allison Loggins-Hull are a high-octane duo of flutists and composers whose performances reflect a unique blend of classical music, hip-hop, electroacoustic fusion and soulful vocals. The artists will make an exploratory foray into the 1,600 flutes within the Library's Dayton C. Miller Collection, captured on video for a webcast.

The Mivos Quartet will play the Library's Strads in a concert that unwraps Jeffrey Mumford's new quartet, "... amid still and floating depths," a co-commission of the Library and the LA Phil. The Ritz Chamber Players will premiere another Library commission, "Lament. Sing. Arise," by James Lee III.

Also look out for two very notable special projects relating to the African American Gullah culture of South Carolina, Georgia and Florida.

First, the Music Division will present a panel-and-performance preview of "Castor and Patience," scheduled to premiere at the Cincinnati Opera in July. The opera's composer, Gregory Spears, and its librettist, former U.S. poet laureate Tracy K. Smith, will talk about their collaboration.

And the Music Division and the American Folklife Center will join forces to present a spectacular concert by an ensemble whose music is rooted in Gullah traditions: the Grammy Award-winning, chart-topping Ranky Tanky.

The Music Division publicly announced dates for virtual March

concerts last week, and they appear below. Dates beyond March will be announced to the public on a month-to-month basis.

MARCH PROGRAMS

Each of these virtual concerts will be accessible on the Library's platforms at 8 p.m. For more details, [visit Concerts from the Library of Congress](#).

March 4

Justin Taylor (harpsichord)

Taylor's recital of sonatas by 18th-century keyboard masters Domenico Scarlatti and Antonio Soler ends with a tour-de-force performance of Soler's flamenco-fired "Fandango."

March 11

Netherlands Chamber Choir

Standing at the summit of Renaissance polyphonic composition, di Lasso's somber masterwork "Lagrima di San Pietro" tells the story of the betrayal of Jesus by Saint Peter. In this presentation, the choir creates a riveting central focus for a dancer in the role of the saint.

March 16

Castalian String Quartet

Recorded on-site at the Library last month, the Castalian's excellent concert offers a rare chance to hear a work by a composer whose star is finally on the rise: Fanny Hensel, Felix Mendelssohn's sister.

March 18

Mark Padmore (tenor) Mitsuko Uchida (piano)

Franz Schubert's 24-song cycle "Winterreise" traces the harrowing winter journey of a wanderer confronting an existential abyss of loneliness and longing for a lost love.

March 25

Catalyst Quartet With Imani Winds

In a special collaboration, Catalyst Quartet will be joined by the Imani Winds in a performance of Jessie Montgomery's nonet "Sergeant McCauley." ■

Kluge Staff Fellowship Applications Invited

The John W. Kluge Center staff fellowship annually provides up to two highly qualified Library staff members with the chance to conduct independent research using the Library's resources and collections. Fellows join influential senior scholars and promising national and international postdoctoral researchers in residency at the center. The application deadline is April 1.

What are the terms of the appointment?

The staff fellow is detailed to the Kluge Center for six months, the

duration of the fellowship.

What topics can be researched?

Research projects can concentrate on any topic in the fields of human sciences, such as humanities, social sciences or law. All projects must be supported by Library collections.

Who is eligible?

All Library employees with permanent or indefinite status (excluding indefinites with not-to-exceed dates and Kluge Center staff) and five years of continuous service can apply. Staff can hold the

fellowship only once in any seven-year period.

Are salary and benefits maintained?

Yes. The fellow is compensated at the level equivalent to his or her current salary, and benefits and leave are maintained.

Is a fellow's current job retained?

Yes. Fellows maintain a lien on their present positions.

Apply online.

For more information, contact Michael Stratmoen at mist@loc.gov ■

CARLA'S COLUMN, CONTINUED FROM 1

Although women and Black employees are seen in the Library's workforce in numbers exceeding their percentage in the national civilian labor force, they are not participating as expected in some of the senior grades. Women are not participating as expected at GS-14 and GS-15 level jobs, and Black employees, both men and women, see a disparity in their expected participation rates at grades GS-13 to SL-00.

And, at every grade level, we have a significantly lower number of Hispanic employees than expected when compared with the national civilian labor force. Overall, we also have fewer Alaska Native, American Indian, Native Hawaiian and other Pacific Islander employees, white employees and employees identifying as "two or more races" when compared to the national civilian labor force.

These findings offer us an opportunity to establish a benchmark that we can use to measure the success of actions we will take as a result.

The report includes innovative ideas and recommendations suggested by Library employees to improve the diversity of our

workforce at every level. These recommendations and suggestions emerged from the barrier analysis data results, focus groups comprised of current and past participants in the Library's development programs, the Library's Diversity and Inclusion Working Group (DIWG) and employee survey results.

Groups of employees from a variety of backgrounds and experience offered ideas based on their experience working at the Library. We are grateful for this input and plan to create additional opportunities for Library employees to add their voices to the conversation about how we can make the Library a more diverse, equitable and inclusive place to work.

Among the excellent suggestions we received, there was a strong desire to see the Library's senior leadership take a more active role

in diversity, equity and inclusion. So, I have convened a barrier analysis Diversity, Equity and Inclusion (DE&I) task force that includes senior leaders from key parts of the Library who will take the lead on implementing key initiatives to address barriers identified in this report.

I hope you will take the time to review the complete barrier analysis and that you will come away with a sense of the great opportunity in front of us.

Soon, there will be a town hall to discuss the barrier analysis and to answer questions you may have about it. I look forward to hearing additional ideas and approaches at the town hall and beyond that will help create a comprehensive road map to guide our journey as an organization that values and cultivates a culture of diversity, equity and inclusion. ■

HAVING TECHNICAL ISSUES?

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